

Introduction

Gender Pay reporting within the Equality Act 2010 legislation requires employers with 250 or more employees to publish statutory calculations each year, showing what the pay gap is between men and women within their organisation.

The Gender Pay Gap often gets confused with Equal Pay. The main difference is:

- The gender pay gap is the difference between the average pay of men and women, expressed relative to men's earnings
- Equal pay is whether a man and woman doing the same (or comparable) job are paid the same.

Thames Valley Police understand the importance of sharing information on our gender pay gap, along with action we are taking to address this, and we are mindful of the need to improve gender balance and create an inclusive environment where all individuals feel equally valued.

The required gender pay gap figures to calculate, report and publish are:

Mean (average) gender pay gap using hourly pay – uses hourly pay of all full-pay employees to calculate the difference between the mean hourly pay of men, and the mean hourly pay of women.

Median (mid-point in a range) gender pay gap using hourly pay – the difference between the median hourly pay of full-pay male employees and the hourly pay of full-pay female employees.

Mean (average) gender pay gap using bonus pay – the difference between the mean bonus pay paid to all male employees, and the bonus pay paid to all female employees as a percentage.

Median (mid-point in a range)gender pay gap using bonus pay – the difference between the median bonus pay paid to all male employees, and the bonus pay paid to all female employees as a percentage.

Percentage of men and women receiving bonus pay – intended to reflect the distribution of bonus payments made to all male and females employees, who were paid bonus pay in the 12 months that ended on the snapshot date.

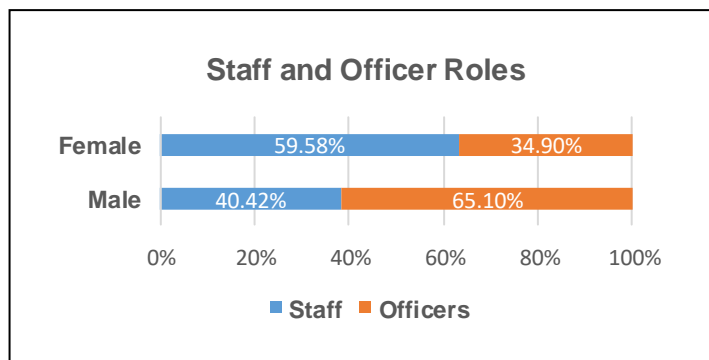
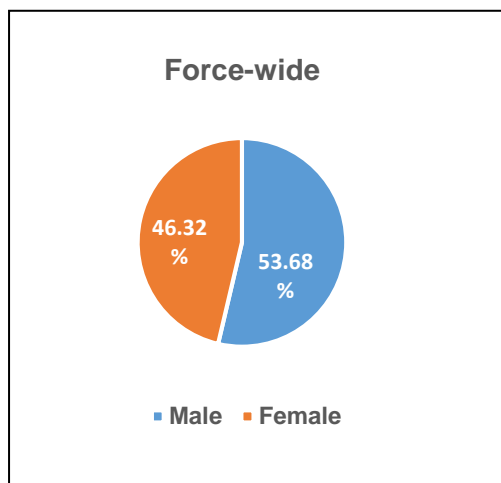
Percentage of men and women in each hourly pay quarter – the percentage of full-pay male and female employees in four equal sized groups of employees based on their hourly pay.

Background

Thames Valley Police has a workforce made up of both police officers and police staff (which includes Police Community Support Officers). On the police officer side this ranges from the rank of Police Constable up to Chief Constable and on the police staff side, from our lowest grade roles up to Assistant Chief Officer.

At the snapshot date of 31 March 2021, Thames Valley Police had 8,346 employees of which 54% are police officers and 46% are police staff.

The ratio of males to females



As shown above the majority of police officers are men (65.10%) and the majority of police staff are female (59.58%). Police officers and police staff work to different terms and conditions as well as different pay scales, so combining them could be seen as misleading. Police officers’ pay is based on rank, and pay scales are approved by the Home Office as recommended by the Police Remuneration Review Body. Police staff roles are evaluated using the Korn Ferry Hay Guide Chart – Profile Method of Job Evaluation. This is the most widely used job evaluation method by both private and public sector organisations throughout the world. The benefit of using this method is that it is ‘value’ free and evaluates a role objectively without bias.

Key Findings

Our Gender Pay Gap Data as of 31 March 2021

Our calculations follow the legislative requirements published on the [Gov.uk website](https://www.gov.uk). For the purpose of this report all police officers and police staff are considered as employees.

Mean / Median

The **mean** difference in hourly rate of pay for all full-pay relevant employees

- Combined:** Males are paid an average hourly rate of **10.17%** higher than females.
- Police Officers:** Males are paid an average hourly rate of **4.89%** higher than females.
- Police Staff:** Males are paid an average hourly rate of **9.09%** higher than females.

The **median** difference in hourly rate of pay for all full-pay relevant employees

- Combined:** Males have a **19.98%** higher median hourly rate than females.
- Police Officers:** Males have a **0.72%** higher median hourly rate than females.
- Police Staff:** Males have a **7.55%** higher median hourly rate than females.

Summary of Mean / Median

Thames Valley Police has a combined mean gender pay gap of 10.17% and a combined median gender pay gap of 19.98%.

The high combined figure of 19.98% is the difference between the median pay point per hour for males of £20.67 and the median pay point for females of £16.54 (as shown below). The different police officer and police staff pay structures are a contributing factor to this high percentage.

	No. of full-pay relevant employees	Median £	Median %
Male	4460	£20.67	19.98 %
Female	3770	£16.54	

The mean and median gender pay gap for police staff has increased slightly this year. The mean has increased 1.6% and the median has increased 2.29%. Police Officer changes are minimal with mean up 0.14% and median down 0.11%. This could be as a result of more bonus payments being paid to officers and staff. There will always be a differential year on year, as when bonuses are paid can vary.

Analysis of salary data for new police staff employees in the last 12 months indicates that roles within our Information Technology department are demanding higher starting salaries. This is reflective of what is happening in the market and in order for us to attract the right people we need to be enhancing starting salaries. In addition, the last 12 months, we seen approximately 55.0% more males than females recruited into these roles.

The below table shows the range of mean and median % differences in hourly rates for all reporting police forces as at 31 March 2020 and 31 March 2019:

	Range of % Difference in hourly rate (Mean)	Average Mean %	TVP Mean %	Range of % Difference in hourly rate (Median)	Average Median %	TVP Median %
Snapshot Date 31/03/2020 41 out of 43 Forces Reported	15.3% – 5.3%	11.0%	10.17%	31.6% - 6.3%	19.2%	19.98%
Snapshot Date 31/03/2019 37 out of 43 Forces Reported	16.1% - -1.5%	11.3%	9.97%	29.1% - 0%	19.7%	19.79%

Bonus Mean / Median

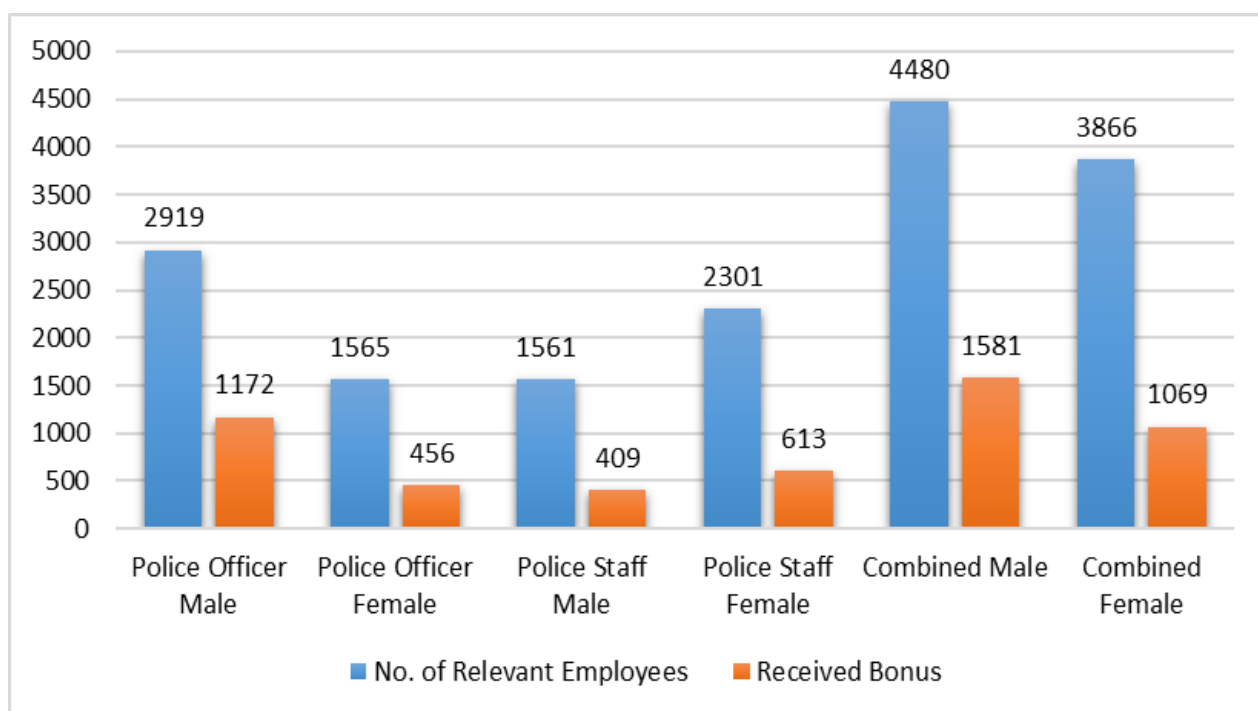
The **mean difference in bonus pay** for all relevant employees in the 12 month period up to the snapshot date of 31 March 2021

- Combined:** Males receive an average of **30.79%** higher bonus payments than females.
- Police Officers:** Males receive an average of **17.47%** higher bonus payments than females.
- Police Staff:** Males receive an average of **8.69%** higher bonus payments than females.

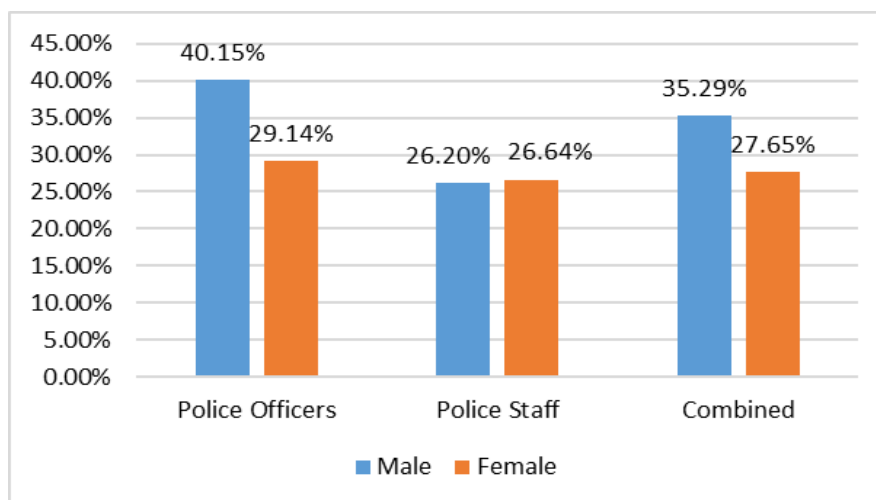
The **median difference in bonus pay** for all relevant employees in the 12 month period up to the snapshot date of 31 March 2021

- Combined: Males & females have an equal median bonus payment (0.00%).**
- Police Officers:** Males have a **6.67%** higher median bonus payment than females.
- Police Staff:** Males & females have an equal median bonus payment (**0.00%**).

The **number of employees in each category receiving a bonus payment** in the 12 month period up to the snapshot date of 31 March 2021



In percentage terms the **total number of employees receiving a bonus payment** in the 12 month period up to 31 March 2021



Summary of Bonus Mean / Median

The proportion of police officer and police staff males and females receiving a bonus payment has increased this year. This Gender Pay Gap report includes two new bonus payments introduced in 2020. A police officer bonus payment for Trainee & Accredited Detectives commenced in April 2020 to aid retention and attraction in specific departments and locations throughout the force. In addition, a new reward initiative was implemented in June 2020 for police staff, which enables managers to recognise and reward high achievers throughout the year.

A result of these new bonus payments has seen an increase in the amount of females now receiving a bonus payment and therefore the combined mean gap has reduced by 23.9%.

The mean and median bonus pay gap for police officers continues to be higher for males. The roles and specialisms that attract higher bonus payments are mostly occupied by men.

The mean and median bonus pay gap for police staff has previously been higher for females. With the introduction of the reward initiative there is now a gap of 8.69% in favour of males. This initiative has been subject to quarterly review. We will continue to review and monitor nominations.

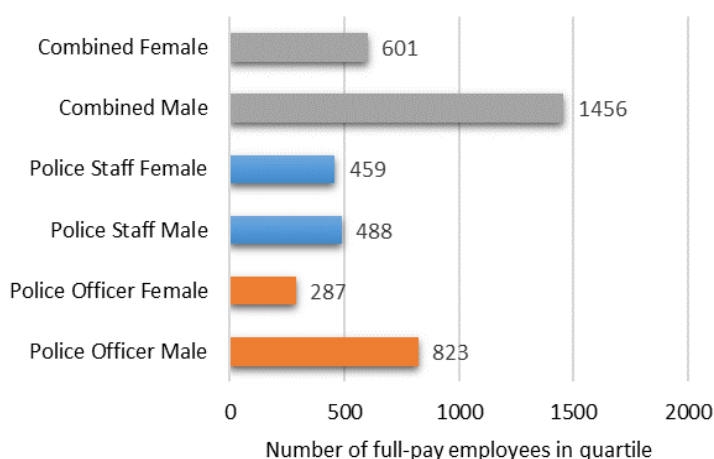
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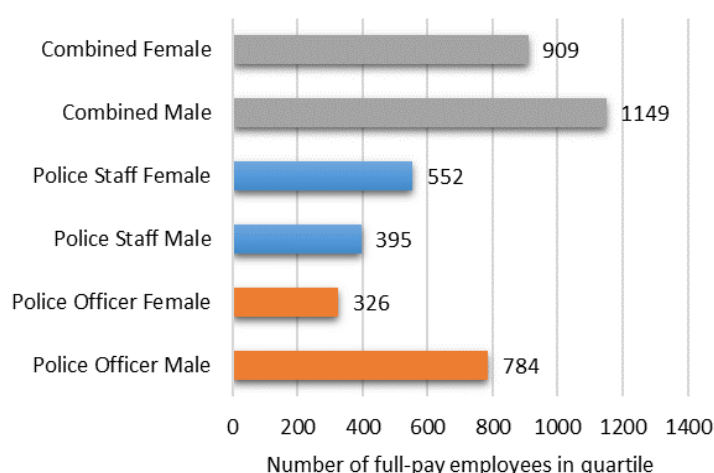
The percentage of full-pay employees in each pay quartile

	Upper Quartile		Upper Middle Quartile		Lower Middle Quartile		Lower Quartile	
	Male	Female	Male	Female	Male	Female	Male	Female
Combined	70.8%	29.2%	55.8%	44.2%	45.0%	55.0%	45.1%	54.9%
Police Officers	74.1%	25.9%	70.6%	29.4%	57.1%	42.9%	59.8%	40.2%
Police Staff	51.5%	48.5%	41.7%	58.3%	39.3%	60.7%	31.6%	68.4%

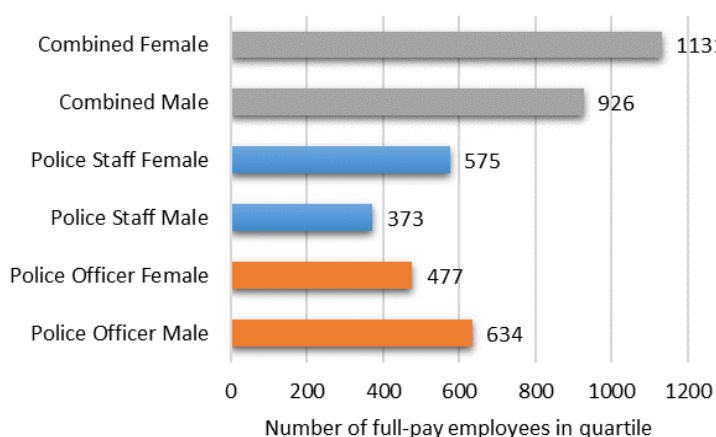
Upper Quartile



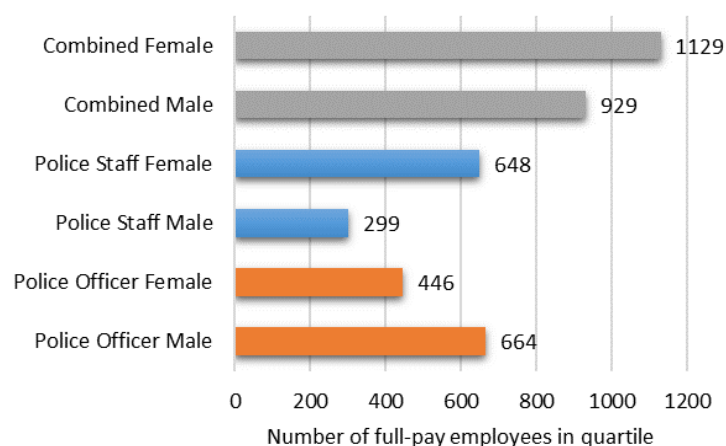
Upper Middle Quartile



Lower Middle Quartile



Lower Quartile



Summary of Quartiles

This year's data shows that the percentage of female police officers and staff continues to be greatest in the lower quartiles but there is a slight increase of 1.7% in the upper quartile and 1.4% in the upper middle quartile. As mentioned previously, this is most likely to due a higher number of females receiving bonus payments.

The percentage of male police officers continues to be higher throughout all quartiles. The percentage of female police staff continues to be higher in the lower, upper lower and upper middle quartiles. In the upper middle quartile the percentage of female police staff is 16.6% greater than male police staff and 3.1% less than male police staff in the upper quartile.

Closing the gender pay gap

Thames Valley Police (TVP) is dedicated to addressing its gender pay gap and with more women joining the service than ever before, it is vital we work together to establish an inclusive, supportive culture that values skills and experience, allowing women to flourish and achieve their professional goals. To that end, during 2021 TVP launched its five year People Strategy, formed of **four key pillars** which sets out the road map in achieving that aim.

Supporting a diverse workforce where every individual feels included and valued. Many of our gender pay disparity initiatives are linked to the Workforce Representation Equality, Diversity and Inclusion Toolkit. This toolkit sets out the key strands to successfully work towards achieving the NPCC and the APCC Policing 2025 vision. Our staff support networks, including our very active Women's Network continue to work with the force to establish policies and processes that allow women to be at their best; this past year alone has seen the introduction of a new Maternity Engagement Plan, our Menopause Action Group and we are working towards becoming an Endo-Friendly Employer. These developments demonstrate that wellbeing is also at the heart of all we do, ensuring we **support a healthy and safe workforce**.

Supporting effective delivery of policing services is another cornerstone of our People Strategy; our agile thinking and approach allows us to adapt quickly to changing demands. This can be seen markedly in the force's robust response to the Violence Against Women and Girls agenda, following the tragic murder of Sarah Everard. We have established a Gold Command structure with a variety of proactive work streams focused on addressing this important work both internally, within our own workforce and externally, within our communities.

Supporting a flexible and capable workforce is key and for women in the past year it has meant the continuation of our Women's Leadership Programme, aimed at female sergeants, encouraging them to take the next step and beyond. We piloted a session on Effective Communication for Women run by the MOD and we also signed up to Police Now's pilot Frontline Leadership Programme aimed at preparing PCs and DCs to get ready for the move to Sergeant. Whilst open for all, the scheme actively encouraged applications from women and those from ethnically diverse backgrounds as a positive action initiative and as it stands, women are currently representing over 50% of our participants on their second cohort. Our Women's Network is working in partnership with our Men's Forum to relaunch **#heforshe** across the force in early 2022 as we work towards achieving genuine gender equality.

There have been some significant highlights for women in our force during the past year, including a period when 50% of all our Local Policing Area Commanders (LPAs) were female. We saw our first all-female LPA leadership team in Cherwell & West Oxfordshire and we celebrated the 25-year anniversary of three female Superintendents; all of whom joined on the same cohort back in 1996. These stories of achievement act as an inspiration to the women now starting their policing careers with TVP and we are proud of the fact that over the past 12 months, 50% of all our new student officers have been women (based on Home Office Uplift figures, October 2021 report).

The achievements highlighted here reinforce our solid commitment to achieving gender equality in the organisation and reducing our gender pay gap over time.

Conclusion

Thames Valley Police believes that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. With the exception of the differences in pay associated to length of service and performance men and women are paid the same grade for the same job.

The gender pay gap is a result of the differing pay structures, between police officer and police staff roles in which men and women work within the organisation and the salaries that these roles attract.

We continue to be committed to work towards taking action to understand and close the gender pay gap by supporting and encouraging flexible, creative and innovative ways to attract, develop and retain women. However, being realistic it will take a number of years before any initiatives taken will have an impact on significantly reducing the gap.